

## DISCIPLINE POLICY

### **Introduction:**

The Oshawa Kicks Soccer Club recognizes the importance discipline policies and procedures play within the structure of sport. As an organization sanctioned by Ontario Soccer, we expect our members to abide by the policies outlined by our club and those of our higher governing bodies; Durham Region Soccer Association, Ontario Soccer and Canada Soccer.

The following club policies also relate to discipline:

- Code of Conduct (Player, Spectators, Team Official, Match Official)
- Code of Conduct to Protect Children
- Zero Tolerance Policy
- Harassment Policy

### **Policy**

In accordance with Ontario Soccer Discipline, Appeal and Dispute Resolution policies, the Discipline Committee of the Oshawa Kicks Soccer Club will meet Tuesday evening as required. All matters brought to the Committee are confidential and will be reviewed at the next scheduled meeting following the incident.

Specific discipline policies may vary between leagues, tournaments and other sanctioned environments outside the jurisdiction of the club.

No player or coach should serve any penalty until the Discipline Committee has rendered a decision, unless the misconduct warrants; only the Committee can determine the extent of a penalty.

*Ontario Soccer Discipline Policy* - <https://www.ontariosoccer.net/governing-documents>

### **Discipline by Review (DBR):**

Many disciplinary matters have a standard or mandatory penalty and are dealt with under the Discipline by Review (DBR). The disciplined party is not required to attend the DBR. The panel will review the case and make a determination; if a more serious charge is warranted, the matter will be referred to a hearing (DBH).

An individual who is subject to the DBR system has the right to a hearing. A request for a hearing together with the fee (\$50.00) must be received at the club office in writing by receipted post, receipted e-mail, fax or receipted hand delivery within three (3) days of receiving the dismissal. There are no appeals of DBR decisions.

**Discipline by Hearing (DBH):**

Some disciplinary matters MUST be conducted under DBH. All parties involved must attend the hearing. An accused may be accompanied by an advisor; and accused under the age of 18 MUST be accompanied by another adult. DBH may be held for matters of misconduct involving players, coaching staff, parents, spectators or any other person reported for misconduct. These decisions can be appealed to the next highest level authority.

**Penalties:**

Ontario Soccer guidelines are followed in determining what misconduct, if any, is to be applied. Any issues being handled by the club, as dictated by the Ontario Soccer guidelines, require the club to impose penalties that are no less severe than those specified by Ontario Soccer.

**Suspension:**

Immediate suspension from ALL soccer related activities results from the following offences:

- Game Official assault
- Physical or attempted physical assault of a youth player by a team official or administrator (reported by the Game Official)
- Offences of moral turpitude

**Discipline Case Manager:**

In order to maintain objectivity and avoid conflict of interest, the Chair shall also appoint a Case Manager. This individual must have Ontario Soccer Discipline Training and be responsible for the documentation of each case put before the Discipline Chair and hearing panel. The Case Manager is responsible for overseeing processing of discipline cases, performing investigation where required, identifying the appropriate charge, assigning and liaising with panel members, scheduling reviews hearings, preparing and distributing Notice of Hearing, Notice of Decision to appropriate parties along with panel findings and rights to appeal, all according to the published rules set out by Ontario Soccer.

**Rights to Appeal:**

You have the right to appeal the decision of the Oshawa Kicks Soccer Club.

This decision may be appealed to the higher governing body and may be appealed by any party affected by the decision.

The letter of appeal must specify your rationale for appealing the decision of the Oshawa Kicks Soccer Club. Your rationale must include:

- a) Making a decision for which the Respondent did not have the authority or

- jurisdiction as set out in the applicable governing documents;
- b) New facts were not available when the decision was made;
- c) Failing to properly interpret the relevant Published Rules;
- d) Failing to follow procedures as laid out in the relevant Published Rules;
- e) Making a decision that was influenced by bias
- f) Alleged excessive fine, fee, bond, or suspension.

Failure to provide adequate rationale will result in your appeal being disallowed.

The appeal must be submitted in writing by e-mail to: Durham Region Soccer Association, [mgibson@durhamregionsoccer.com](mailto:mgibson@durhamregionsoccer.com)

*Ontario Soccer Appeal Policy* - <https://www.ontariosoccer.net/discipline-appeals>

### **Dispute Resolution**

The Oshawa Kicks Soccer Club complaint policy encourages players, parents, and coaches to resolve issues in good faith prior to club intervention. The Oshawa Kicks Soccer Club examines issues and concerns within the framework of club policies and practices, and the binding policies and practices of affiliated organizations.

A complaint, and its resolution, can take three paths.

1. Team resolution
  2. Club resolution
  3. Independent resolution
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1. **Team resolution** – Players and parents should speak with the team’s head coach over their concerns or issue. A suitable outcome for all parties should be sought. All parties are encouraged to seek a suitable time and environment to properly consider the issue.
  2. **Club resolution** - An issue that cannot be resolved between the player, parents, or coach is directed to the Oshawa Kicks Soccer Club Executive Director. The issue must be detailed in writing and delivered to the Executive Director by email. This document will be reviewed and may be directed to the Discipline Case Manager. All submissions are handled in a confidential manner.
  3. **Independent Resolution** - Any and all disputes that cannot be resolved at the club level shall be escalated to the Durham Region Soccer Association (Ontario Soccer Dispute Resolution procedure) so that the concern can be reviewed independently of the club.

*Ontario Soccer Dispute Resolution Policy* - <https://www.ontariosoccer.net/discipline-appeals>